



What makes men work in the long term care sector?

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Acknowledgments and Disclaimer

- The Longitudinal Care Work Study (LoCS) is funded by the Department of Health. We acknowledge funding from the Department of Health Policy Research Programme.
- Ethical permission was obtained from King's College London research ethics committee and research governance from participating local councils
- I am grateful to the wider LoCS research Team [S Hussein (PI); J Harris; J Moriarty; M Stevens; J Manthorpe; M Cornes; K Samsi]; all participants & SCWRU Service Users and Carers' Advisory Group
- The analysis and views expressed here are those of the author alone and do not necessarily represent that of the funder

About LoCS

- LoCS programme of work started in 2008/09 and included a multi-mode survey and one-to-one interviews
- Followed a nested stratified sampling design selecting 4 areas in England and a sample of providers within
- A total of 1342 frontline care practitioners took part in a survey at two time points ((T1: 2010-11 and T2: 2012-13)
 - following up the same sample of providers with replacement
- 300 interviews over two phases with social care workers, employers, and service users/carers
 - 20 with men care workers
- A third phase of data collection started in March 2016

Background: Motivations to work in the care sector

- Previous research focusing on social work students indicates a combination of intrinsic (altruistic) and extrinsic (career and pragmatic factors) following a self-determination theory (Stevens et al., 2012)
- Hussein et al. (2013) highlight how altruism interacts with other factors including those related to wider migratory aims; flexibility and availability of jobs to inform migrants' decision to join the care sector
- Focusing on migrant men, Hussein and Christensen (2016) identify a conscious decision process involving negotiating initial barriers and locating niche opportunities within the sector as well as the temporality and secondariness of the job for some

Men's contribution to the English LTC sector

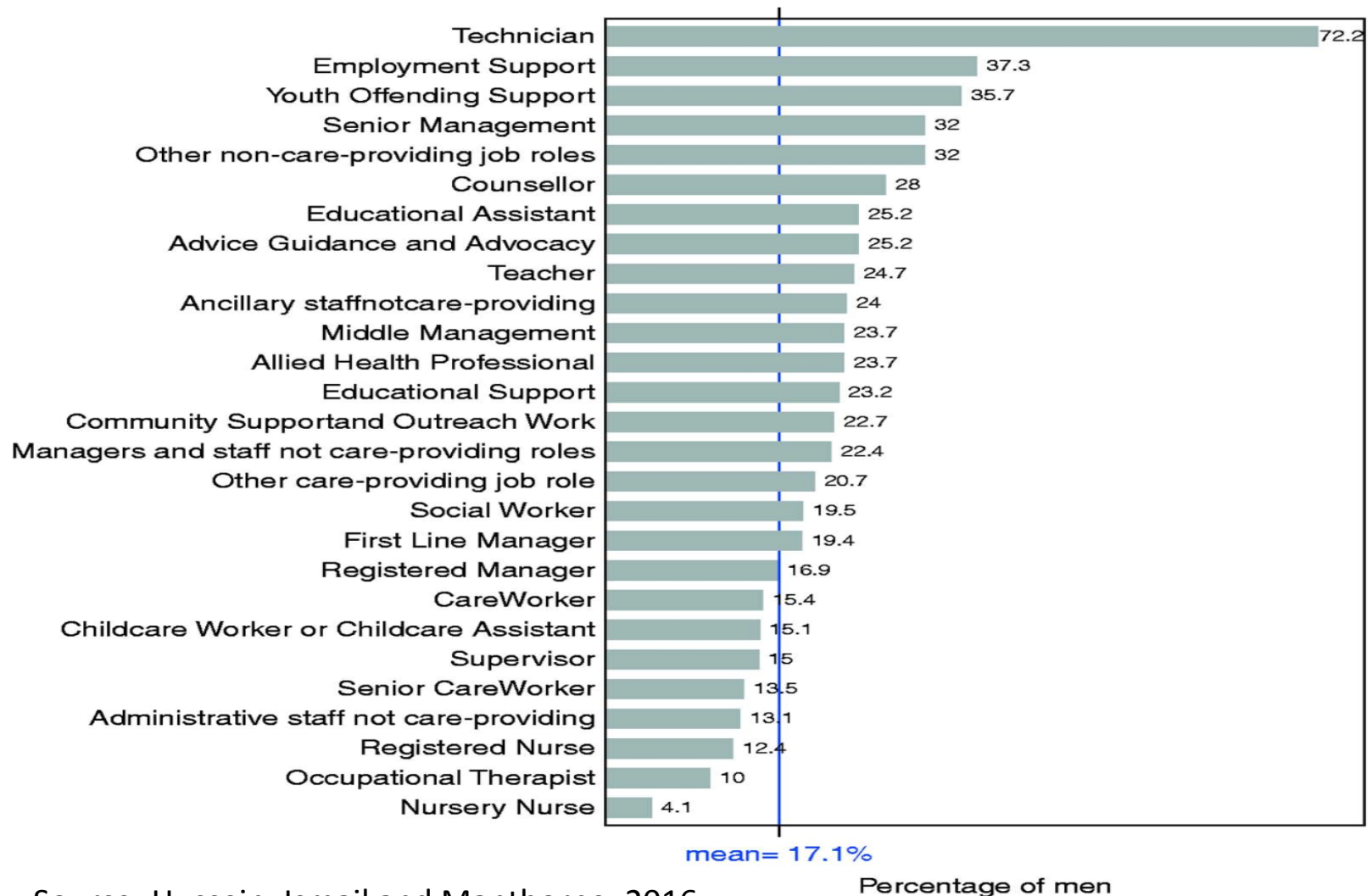
Characteristics of migrant and British men working in the social care sector in England, NMDS-SC, February 2016.

Characteristics	British		Migrants	
	Male	Female	Male	Female
Mean age	43.5	43.1	41.3	41.7
Standard deviation	13.9	13.7	11.1	11.5
Sector				
Statutory local authority (%)	14.4	12.4	10.3	11.7
Private sector (%)	58.5	66.5	67.8	67.2
Voluntary or third sector (%)	23.7	17.7	17.8	17.2
Other (%)	3.3	3.3	4.1	4.0
Valid (N)	73,645	382,854	21,420	66,227
Main job role				
Direct care	62.5	71.5	71.2	74.6
Manager/Supervisor (%)	10.6	8.0	5.2	4.5
Professional (%)	4.7	5.2	7.7	10.8
Other (%)	22.1	15.2	15.9	10.0
Valid (N)	73,645	382,854	21,420	66,227
% with level 4 qualifications or above	12.5	12.1	13.5	16.8
Service users' groups ^a				
Older people receiving end of life care (%)	1.6	11.7	2.7	10.1
Adults detained under the MHA (%)	0.9	3.7	2.1	5.4
Adults with dementia (%)	2.9	17.6	5.3	17.3
Older people with physical disabilities (%)	4.5	29.5	8.8	30.4
Older people with dementia (%)	6.9	50.1	12.7	45.8

^aPercentage of those working with each group of users out of all workers in that category.

Source: Hussein and Christensen 2016

Which jobs men tend to do



Source: Hussein, Ismail and Manthorpe. 2016

LoCS sample description

	Men			Women		
	2010-11	2012-13	All men	2010-11	2012-13	All women
Nationality						
British	84.1%	79.5%	82.5%	81.7%	87.8%	83.8%
Other	15.9%	20.5%	17.5%	18.3%	12.2%	16.2%
Valid N	138	73	211	613	304	917
Ethnicity						
White British	80.5%	81.4%	80.8%	78.9%	84.2%	80.7%
BME	19.5%	18.6%	19.2%	21.1%	15.8%	19.3%
Valid N	133	70	203	598	291	889
Job role						
Direct care	40.6%	27.4%	36.0%	44.1%	32.0%	40.1%
Professional	34.1%	45.2%	37.9%	22.1%	43.6%	29.2%
Manager/supervisor	25.4%	27.4%	26.1%	33.8%	24.4%	30.7%
Valid N	138	73	211	612	303	915
Managing finance						
Doing alright or very well	48.2%	40.8%	45.7%	45.2%	48.8%	46.4%
Just about getting by	31.4%	36.6%	33.2%	33.1%	32.6%	32.9%
Finding it difficult or very difficult	20.4%	22.5%	21.2%	21.7%	18.6%	20.7%
Valid N	137	71	208	598	301	899
Mean age (s.d.)						
	46.9 (10.5)	49.1 (9.6)	47.6 (10.3)	43.3 (11.4)	45.6 (9.3)	44.0 (10.8)

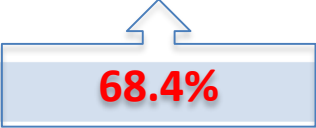
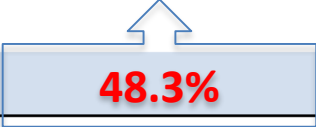
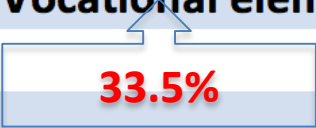
Examining motivations

- Participants to the survey were asked to select three main motivations to join their current job from a list of 17 options
- Answers were summarised using Principal Component Method
- Interviewees were asked to talk about what attracted them to their current jobs and to the social care sector in general

Main motivations for current SC job

Main motive to current SC job	First	Second	Third
Helping to improve people quality of life	35.2	21.8	10.4
Good career prospects	11.4	5.3	4.4
Ability to get on with people	9.2	5.3	5.9
Wish to tackle injustices and inequality	7.2	7.1	4.7
Well paid job	6.5	3.6	6.3
Flexible working patterns	6.0	5.6	4.0
Expect high job satisfaction	5.9	13.1	12.1
Interesting, Stimulating work	5.0	8.8	11.9
Opportunity to work on a team	3.6	8.3	6.2
Suitable for my life experience	2.6	3.8	4.9
Job availability	1.7	2.5	4.6
Ability to make decisions	1.2	4.7	7.7
Good reputation	1.2	1.3	2.6
Ease of travel	1.2	2.9	5.3
Other motives	1.0	0.2	1.2
Variety of work	0.9	5.3	6.8
Encouraged by family and friends	0.3	0.3	0.9
Total	1129	1104	1077

From 17 variables to six factors

F1: What the job can do for me	1- Well paid job
	2- Flexible working
	3- Exercise individual responsibility
F2: Altruistic & doable	1- Wish to tackle injustice
	2- Helping people
	3- Job availability
	4- Ease of travel
F3: Personal suitability to the job	1- Ability to get on with people
	2- Suitable career to someone like me
	3- High job satisfaction
F4: Social factors	1- Variety of work
	2- Encouragement from family
	3- Good reputation
F5: Vocational element of the work	1- Working in a team
	2- Interesting, stimulating work
	3- Other motivations
F6: Career	1- Good Career perspectives

What the job can do for me

I was in a complete different industry beforehand. ..., because they closed down, After that, I am sure you [know] living costs and what not, couldn't find another lease. I moved back to my home town here. I was unemployed for six months and then this opportunity came up through contacts. No experience and no qualifications in social care and just walked straight.

(Julian, 18-24, White British, T2, Support worker)

Altruistic & doable

I had my own business for, since I was about 22. It would be 35, 40 years. And erm, I retired. I have got arthritis in the hands and in my knees and I retired, but after about six months I wanted to do something. I've always liked helping people. I sat down with my partner and we discussed it. It ends up with me sort of applying for this type of job.

(Steve, White British, 61 and over, T1, Support worker)

Personal suitability to the job

I went through a personal issue of my own, marriage breakdown, which then led me to suffer from depression. I then ended up myself on the other side of the fence ... what I had I think has made me stronger and more sort of wanting to do this kind of work within mental health. I think that's why I am so strong about what I do and a passion really to do what I do.

(Amit, Asian British, 41-50, T2, Assistant Manager day centre)

Social factors

Mainly, I didn't know what I was going to do in work and I always thought I couldn't do anything and whatnot. But my mum was always in care and she always took me about to [work], 'cos she used to work at other homes and nursing homes, and she used to always take me in. And my cousin as well, who's disabled, and I've always been around disabled people or people with learning disabilities and whatnot. Yeah... these are the areas I was comfortable in when I was growing up

(Peter, White British, 25-35, senior team lead, T1)

Vocational elements of the work

I've realised as I've got older, it's more about job satisfaction than finance. I'm far happier working here. ...To clean a care home is better than sitting at home doing nothing. I did a year as a cleaner and I saw what's happening here on the care side and it looked a damned sight more interesting than cleaning mucky loos. Far more varied and entertaining, so I moved onto the care side.

(Matthew, White British, 50-60, care worker, T1)

Career prospects

I am happy and confident in the job role that I do....—I didn't think I would get to this kind of position, at my age, especially. I always thought I would just be a care worker, you know. But now I've been given the opportunity to go to University to study for a degree part time.

(Peter, White British, 25-35, Senior Team Lead, T2)

Some variations

What the job can do for me

Altruistic but doable

Career

Characteristics	Main motivation factor to join social care						Number of participants ‡
	F1	F2	F3	F4	F5	F6	
Gender							
Man	26.1%	76.8%	50.7%	22.3%	36.5%	27.5%	211
Woman	35.0%**	79.3%	51.3%	19.0%	39.0%	29.4%	917
Nationality							
British	31.8%	80.1%	51.3%	20.4%	37.7%	27.8%	951
Migrant	38.8%*	71.8%**	48.9%	17.0%	43.1%	35.1%*	188
Ethnicity							
White	31.3%	79.6%	51.8%	20.2%	39.0%	27.5%	897
BME	39.4%*	74.2%	48.8%	17.8%	39.9%	34.7%*	213
Job role							
Direct care	29.3%	66.9%	46.9%	16.5%	31.2%	25.6%	516
Professional	28.1%	70.2%	41.3%	15.9%	35.3%	26.7%	416
Manager/supervisor	29.5%	69.2%	45.4%	20.1%	35.0%	24.1%	403
All	28.8%	68.4%	44.6%	17.3%	33.5%	25.3%	1342

Gender & Migration

Gender and migration	Main Motivations			Valid N
	F2: Altruistic & doable	F4: Social factors	F6: Career	
Men				Small number of cases 37
British	79.5%	20.7%	25.3%	
Migrants	64.9%	29.7%	37.8%	
All men	76.9%*	22.3%*	27.5%*	
Women				Opposite direction
British	80.3%	20.1%	28.4%	
Migrants	73.8%	13.4%	34.9%	
All women	79.3%*	19.0%*	29.4%*	

Gender & Ethnicity

Main Motivations significantly different by ethnicity	Men		Women	
	White	BME	White	BME
F1: What the job can do for me	25.0%	33.3%	33.3%	41.3%*
F2: Altruistic & doable	78.0%	71.8%	80.2%*	74.4%
F6: Career	23.8%	43.6%*	28.3%	33.1%
N	164	39	717	172

Note: small number of men from BME groups (39)

- Men from BME groups tend to cite ‘career’ motivations significantly more
- Women from BME groups tend to cite ‘what the job can do for me’ significantly more while ‘altruistic & doable’ motivations significantly less

Gender & Sector

Differences observed among men only

Gender & Sector	Main Motivations			Valid N
	F2: Altruistic & doable	F5: Vocational element of the job	F6: Career	
Men				
Private	63.9%***	44.4%	19.4%*	72
Public	87.2%	28.4%*	33.0%	109
Voluntary	71.40%	46.40%	21.40%	28
Women				
Private	73.8%	40.6%	28.6%	325
Public	84.3%***	39.2%	31.4%	459
Voluntary	74.8%	35.0%	24.4%	123

Gender & Job Role

Gender & job role	Main Motivations		Valid N
	F2: Altruistic & doable	F5: Vocational element of the work	
Men			
Direct care	73.7%	40.8%	76
Professional	76.3%	35.0%	80
Manager/Sup	81.8%	32.7%	55
Women			
Direct care	75.5%*	33.8%*	367
Professional	83.9%	43.4%	267
Manager/Supervisor	79.7%	42.0%	281

Differences in main motivations by job role are only observed among women

Gender and finance

Main Motivations	Managing finance		
	Doing alright	Just about	Difficult or very difficult
Men			
F2: Altruistic & doable	68.4%	81.2%	88.6%**
F6: Career	24.2%	23.2%	43.2%**
N	95	69	44
Women			
F2: Altruistic & doable	77.0%	80.7%	81.7%
F6: Career	29.0%	26.0%	34.4%
N	417	296	186

- No significant differences in main motivations in relation to managing finance among women
- Men tend to cite 'altruistic & doable' and 'career' motivations significantly more when they judge their finance to be difficult or very difficult to manage

Key findings 1

- The three most reported motivations to work in the sector for both men and women are:
 - Altruistic and doable
 - Personal suitability to the job
 - Vocational elements of the job
- However, reported altruistic motivations should not be taken as face value
 - There is considerable nuances to the story



Key findings 2

- Gender differences in motivations is most notable in judging what the care job do to oneself in terms of pay, flexibility and ability to exercise individual responsibility
- Gender interacts with other factors, particularly migration
- Men's motivations seem to be more sensitive to financial pressures and sector of work than women
- Women's motivations appear to be more sensitive to job role than men

Discussion points

- Care work is perceived to carry an emotional reward, generally expressed as the main motive for the majority
 - However, exploring this further reveals a variety of motivations
- Do we need a different approach to measure motivations?
- How can we theories subtle variations and interactions
 - Acknowledging existing concepts and theories such as incentive theory; intrinsic vs. extrinsic motivation; self-determination theory etc.

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Thank you for listening

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